



**Tennessee Department of Environment and Conservation  
Environmental Program Director (Deputy Director of Permitting & SIP Development)  
Division of Air Pollution Control  
Annual Salary Range: \$72,324 - \$130,188**

**About the Tennessee Department of Environment and Conservation (TDEC)**

The department is responsible for:

- Safeguarding the health and safety of Tennessee citizens from environmental hazards
- Protecting and improving the quality of Tennessee's land, air, and water
- Managing the system of 54 Tennessee State Parks and 83 Natural Areas

**About the Division of Air Pollution Control (DAPC)**

The Division of Air Pollution Control is an environmental regulatory program responsible for protecting public health and the environment from the adverse effects of air pollution in a balanced manner that seeks to promote maximum employment opportunities for Tennesseans. The DAPC provides direct management of air quality in 91 of the state's 95 counties and oversight of the remaining four metropolitan counties that have their own local air pollution control programs.

**Summary of Position**

This Environmental Program Director serves as the TDEC/DAPC Deputy Director for Permitting and State Implementation Plan (SIP) Development and reports to the Division's Environmental Program Administrator (Director). This position is Executive Service and part of the Division's Senior Management Team. This position will be based in TDEC's Central Office located in Nashville, TN. Nashville has been voted Forbes #5 Metropolitan best places for business and careers.

**Principal Duties and Responsibilities**

**Leadership:**

- Lead daily the Division of Air Pollution Control's office functions pertaining to the processing of air contaminant source construction and operating permit applications plus the development and maintenance of regulatory requirements needed to run an effective air quality management program.
- Oversee a 44 member staff with three direct reports in the Nashville Central Office
- Accountable for the development, implementation and tracking the permitting and regulatory development portions of the DAPC's Annual Plan. Identifies areas for improvement and leads in developing strategies to increase productivity. Ensures performance measures identified by the Department are met.
- Establish Division's level of performance measures for operations and programs that allow for effective measures of accountability. Provides evaluation of quality and feasibility of operations and programs.
- Provide change and improvement efforts using analytical skills which support sound planning practices and strategic decision-making
- Drive accounting operations effectively and efficiently to meet business objectives by continuously collaborating with management to assess the financial effectiveness of departmental operations
- Maintain professional and technical knowledge by attending educational workshops, reviewing professional publications, establishing personal networks, and participating in professional societies

**Technical/Analytical:**

- Directly execute or closely supervise all permitting and regulatory development activities
- Prepare or supervise preparation of the division's annual budget request. Achieve budget objectives by scheduling expenditures, analyzing variances and initiating corrective actions
- Interpret and apply federal and state legal requirements studying existing and new legislation, anticipating future legislation, enforcing adherence to requirements and advising management on needed actions

**Knowledge, Skills and Abilities:**

- A comprehensive knowledge of air pollution control regulations and requirements for both state and federal levels.
- Possess superior management leadership skills. Able to coach and mentor a team with diverse levels of expertise. Recognized ability to influence and motivate others to achieve quality results in an effective and efficient manner
- Effective interpersonal skills dealing with people at various levels within the organization as well as external stakeholders
- Exceptional oral, written, and presentation skills and the ability to effectively translate complex financial and non-financial concepts and results to individuals at all levels and backgrounds
- High energy capacity and a sense of urgency for action; adaptability and resilience

**Education/Experience**

- Bachelor's degree from an accredited college or university in engineering or atmospheric sciences. Preferred engineering disciplines include chemical engineering or environmental engineering with an emphasis in air pollution control. Masters level degree and a licensed professional engineer is preferred.
- 10 years professional environmental program or natural resources work.
- 5 years technical supervisory experience.

All interested candidates should submit a resume and cover letter to Beth Smith at the email address below, TDEC Director of Talent Management. The position will remain posted until it is filled. Questions can be addressed to Beth Smith at (615) 253-5907 or [TDEC.Careers@tn.gov](mailto:TDEC.Careers@tn.gov)

**Beth Smith, Director of Talent Management**

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TDEC is an AA/EEO/ADA employer.